



Group Health Benefits

Texas Annual Conference of the United Methodist Church

5215 Main Street, Houston, Texas 77002-9792 ■ 713.521.9383

POLICY #101 / CLERGY **(Personal Requirement)**

It is the policy of the Group Health Benefits Office to bill Clergy under appointment in the Texas Annual Conference for health coverage at the approved percentage rate for the current year of their total compensation package, which is comprised of the following:

Base Compensation
Housing Related Allowances and Utilities
Accountable Reimbursements
Cash Allowances

The **housing** component added to Clergy Compensation for Group Health billing purposes will be calculated in one of 2 ways:

- 1.) If a parsonage is provided, using the General Board of Pensions and Health Benefits formula, 25% of the Plan Compensation (Total Cash Salary) will determine the value of the parsonage, or
- 2.) If no parsonage is provided, the actual amount of the *housing* allowance paid to the Clergy in lieu of the parsonage will be the *housing* value.

Clergy who receive a change in appointment during the year and are appointed to the HMO service area have 21 days from the effective date of their appointment to apply for HMO coverage if they want to change from the PPO. Without the appropriate application during this 21-day period, the Group Health Benefit office will continue coverage under the PPO plan and any change from the PPO plan can only be made during the **annual open enrollment**.

If no salary is negotiated, he/she will be responsible for a percentage contribution based on no less than the minimum salary as set by the Texas Annual Conference.

Clergy who do not file an "Enrollment Form" within the first 31 days of a new appointment will default to enrollment to the lowest cost Group Health Benefits Plan (PPO/HMO) of The Texas Annual Conference of the UMC.

This information is obtained from the District Superintendents.

- ***In the event there is a contradiction between the Group Health Benefits policy and the plan document, the plan document shall prevail.***
- ***The above is to comply with the overall policies of the Group Health Benefits Committee decisions.***
- ***Policies are periodically reviewed and designated by the Group Health Benefits Committee.***
- * ***The Group Health Benefits Committee, with the approval of the Annual Conference, reserves the right to amend or possibly eliminate both the active and retiree plan benefits.***



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(*) DM, PM, PD, FD, DP, OD, PE, FE, EP, OE, OF, AF, AM, OA, FL, SP, LP.

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